
Chapter: Human Resources

Modification No. 001

Subject: **Political Activity**

- I. All College employees have the right to free political expression and to participate, as individuals, in politics or political campaigns.
- II. College employees engaged in political activity shall make it clear that their actions are an expression of their own individual feelings and do not represent the College's position as an institution.
- III. While employees are encouraged and expected to assume full citizenship responsibilities by taking an active part in issues, platform development, voting, etc., they shall do this as individuals and not during times they are expected to be performing College responsibilities.
- IV. The President is authorized to establish procedures to implement this policy.

Effective Date: September 21, 1987.
Modification Date(s): n/a
Last Review Date: October 14, 2024.

Chapter: Human Resources

Modification No. 002

Subject: **Political Activity**

I. Political Activity

All College employees have the right to actively participate in their individual capacity in the political process in support of or opposition to political candidates or parties and related free expression of diverse political views; however, employment at Montgomery College does require certain restrictions on such political activity. For purposes of this policy and procedure, “political activity” includes the participation or intervention in any political campaign in support of or opposition to a political party and/or any candidate for public office.

An employee shall not:

- A. Engage in such activity during times they are expected to be performing College responsibilities;
- B. Use College funds or resources, including but not limited to College letterhead, logos, mailing lists and office equipment to engage in such activity;
- C. Intimidate, threaten or coerce or attempt to intimidate, threaten, or coerce any other employee for the purpose of interfering with the right of such person to vote, to make contributions, or engage in political activity as such person may choose;
- D. Obligate or pressure or attempt to obligate or pressure another employee to contribute, financially or otherwise, or to render political service to any candidate or political party;
- E. Seek or obtain or attempt to seek or obtain political contributions from other employees or students while performing College responsibilities or using College resources.
- F. Speak on behalf of the College without express, written permission of the President or President’s designee. Employees who chose to engage in political activity in their individual capacity must do so without mention of institutional affiliation or with an appropriate disclaimer that their views are their own and not those of the College.

II. Penalties for Violations

An employee violating any provision of this section shall be disciplined in accordance with College policies and procedures.

Administrative Approval: September 21, 1987; October 9, 2024.